

**JENNNINGS COUNTY COMMISSIONER MEETING
JULY 27, 2017 6:30 P.M.**

The meeting was opened with Matt Sporleder leading the pledge to the flag.

First on the agenda was the opening of the sealed bids for the EMS boat, motor and trailer that was up for sale. Minimum bid was to be \$1500

Paul Brooks \$2,100

Steve Manlief \$3, 076

Larry Garris \$3,056

Steve Manlief was awarded the bid and ownership of the boat, motor and trailer.

Mary Kilgore and Brenda King next presented a new map to the Commissioners showing the new boundary lines for the election districts and precincts. Ms. Kilgore and Mrs. Kings explained they were trying to clean up the lines by making both the district and the precincts lines match. The Commissioners have to agree to any changes then it is forwarded on to State for their approval and with next year being an election year, the election office was trying to make it easier for everyone both voters and poll workers. Mainly the change is in Center Township and North Vernon precincts because of annexation.

Bob Willhite made a motion to allow the changes for the districts to be made. Dave Lane seconded the motion and Matt Sporleder made it unanimous. Motion passed.

Next was Don Leslie with Don Leslie Association concerning the upcoming bidding on the County's Health Insurance Plan. Mr. Leslie states that there is no way any insurance firm can give an accurate quote for the County's insurance without the Date of Birth of Spouse and children, gender and ages.

Ellie Bright, County Attorney, asked Mr. Leslie why he needed this information and Mr. Leslie responded that the county has never had a quote without this information. Mr. Leslie went on to say that he was told by SIHO, who is the county's current provider, that they will not be able to give an accurate quote without this information. Mrs. Bright replied that she did not believe that information was given to SIHO. Mr. Leslie disagreed and stated prior to SIHO, United Health had the insurance and they were provided that information.

Mrs. Bright stated there are 4 different groups, Employee, Employee and Spouse Employee and child, Employee with family and if an employee has one child and goes to two children it could change but if the employee goes from 2 to 3 or 4 or 5 there is no rate change so there is no practical purpose to release this information. Mrs. Bright went to say that she had spoken with Sherri Williams HR for the county and Sheila Richart who previously had taken care of the insurance and they assured Mrs. Bright that this information has never been released. The census given out to the bidders shows the number of people covered currently in the county's insurance including the number of children and spouses covered. Mrs. Bright stated she does not feel comfortable releasing that information unless every employee signs a consent form allowing that information to be given.

Mr. Leslie stated that he personally has documentation where the county has given out this information in the past. Mrs. Bright asked to see that document but Mr. Leslie did not have it with him but would be glad to provide it to Mrs. Bright. Mr. Sporleder asked how long ago that was and Mr. Leslie said 5 or 6 years ago. Mr. Leslie went on to say that the county is taking itself out of half the market by not providing this information. Mr. Leslie stated the only person with the advantage here is the current agent with the county; everyone else is at a disadvantage. Mrs. Bright stated it was ultimately up to the Commissioner to vote and decide this matter. Mrs. Bright stated in her legal opinion that even though we are talking about date of birth privacy is a very huge matter when it comes to giving out such information as requested on employees by employers and until we have a consent form signed if the Commissioners want to go that route she does not feel comfortable releasing that information and if that means the county can't get as good a rate then the Commissioners will have to consider that also.

Mr. Sporleder said he was cutting Mr. Leslie off right there and stated he felt he needed to heed the advice of the county attorney but if Mr. Leslie wants to provide a consent form and it is distributed out to all the county employees who are currently on the insurance program and Mr. Leslie has time to wait on those responses; Mr. Sporleder has no problem with that.

Mr. Leslie asked one more question; does your employee not provide that information when they sign up for the insurance? Mr. Sporleder replied I'm sure they do but then it is between them and the insurance agent that's going to be handling their insurance not just someone off the street who might possibly be bidding their insurance. Mr. Leslie then asked if the county would allow SIHO to release that information to him. Mr. Sporleder said he would not give permission for that. Mr. Leslie then said that the Commissioners are truly hurting the county and the employees because the costs would be significantly different with that information. Mr. Sporleder asked Ms. Williams if this information had been requested from other agents and she replied no. Mr. Sporleder said that he is looking at the audience with some employees who have the insurance and they are all shaking their heads that they don't want to give that information and the county attorney advises against it so no information will be given to him or any other agent bidding on the county's health insurance.

Next Jerry Shepherd, EMA Director, came before the Commissioners requesting signatures for his CEMP Emergency Plan. The current signatures are from previous Commissioners and he needs to update this information and get the signatures of the current Commissioners and the two Mayors. Mr. Sporleder asked Mr. Shepherd to consider an emergency drill involving the school system and Mr. Shepherd replied that he would do that. Commissioners signed the document.

Next Sherri Williams, HR asked the Commissioners about quoting out the Workman's Comp, Auto and General Liability Insurance. Mr. Sporleder stated he would prefer to wait a year and not do all in same year because of the time and work load needed. Ms. Williams stated she had the health insurance quotes coming in on August 31st.

Bob Willhite made a motion to wait one year to do bids for Workman's Comp, Auto and General Liability Insurances; Dave Lane seconded the motion and Matt Sporleder made it unanimous. Motion passed.

Next Ms. Williams stated that she needed clarification on the number of work day hours for the Courthouse and Annex offices; need to determine whether it is 7 or 8 hours. Mrs. Bright asked what offices do 8; the hours are 8 to 4 which is 8 hours and then a 1 hour lunch leaves 7 hours. Some offices do 8 because they say they are paid through lunch. When the new handbook was done the County went from days to hours and so now it makes a difference. Mr. Sporleder stated he thought when the new handbook was done it was determined it would be 8 hours with a lunch provided but it wasn't specified that it was an hour lunch and therefore it would be the heads of departments discretion about how to handle the lunches. Ms. Williams then read from the handbook that stated two 15 minutes breaks; one in each half of the employee's 8 hours shift and lunch is not guaranteed. Then when you look at the vacation schedule in the handbook it says Government offices, then 8 hr work day employees, 10 hour work day county highway, and then 12 hour shift and 24 hour shift. Ms Williams states since everyone assumed their day was 7 hours and because it is separated this way; they took it to mean Government offices 7 hours. Then Ms. Williams states when you go to sick time; it specifically says 7 hours work day. Mr. Sporleder said that technically it is a 7 hour work day if you take an hour lunch. Mrs. Bright stated that who doesn't get a lunch hours? Marie Shepherd, APC Director, asked so if an employee only gets a half hour lunch, they can leave at 3:30? Mrs. Bright replied could they not get a half hour comp time. Mrs. Bright states that the employee is not getting shorted because it does state that lunch time is not guaranteed. Mrs. Shepherd directed Mrs. Bright to look at page 15 in the handbook which states each office may utilize employees' time differently within the framework of the 40 hour workweek. Then on page 19 it refers to a 40 hour work week and page 24 it talks about a 40 hour work week. In the index it does reference a 7 hour day. Mrs. Bright stated that the offices in the Annex and the Courthouse are considered being a 7 hour work day because of the hour lunch.

Mrs. Shepherd said that she has an employee that takes a vacation day and they take 8 hours and the Auditor's office staff takes a day and they use 7 hours. Mrs. Bright stated that the Auditor's office is

assuming they are not paid for lunch and APC assumes they are. Mr. Sporleder stated that if you are paid for 8 hours then you have to take 8 hours when you take a day off.

Mrs. Bright said what needs to happen is that the 7 hour reference on vacation and sick time needs to be removed. Mr. Sporleder stated that to make it clear; starting Friday, July 28th the 8 hour day goes into effect with no changes to previous hours worked or taken.

Bob Willhite made a motion that everybody is on an 8 hour day that previously was considered a 7 hour day; effective Friday, July 28, 2017. Dave Lane seconded the motion and Matt Sporleder made it unanimous. Motion passed.

Next Auditor Vance brought to the Commissioners attention that the County Council in their last meeting that a motion was made by Tony Eder to allow the Department Heads to decide when a new hire comes in what amount of the salary of the position they are taking will be paid. The amount would be between the 90% and 100% appropriated for the first 90 days or the base salary whichever is higher. At the end of the 90 days then the employee would go to the full salary. The motion was seconded by Dave Woodall and passed with a unanimous vote of 6 as Josh Yeager was absent.

After some discussion, Bob Willhite made a motion to table the Council's motion made concerning the 90% pay for a new hire. Dave Lane seconded the motion; Matt Sporleder made it unanimous. Motion passed.

Ellie Bright, County Attorney, presented a new Bulk Copy Ordinance for the Commissioners to sign because the Recorder pointed out some typos on the previous ordinance.

Bob Willhite made a motion to rescind the previous Ordinance 2017-2 and adopt the new ordinance for the Bulk Form Copies to a Bulk User. Dave Lane seconded the motion and Matt Sporleder made it unanimous. Motion passed.

Auditor Vance had letters from WTH the GIS provider for the county asking permission to share the electronic map data with Theorem Geo and Jackson County REMC.

Bob Willhite made a motion to allow both requests from WTH; Dave Lane seconded the motion and Matt Sporleder made it unanimous. Motion passed.

Bob Willhite made a motion to approve prior minutes; Dave Lane seconded the motion. Motion passed

Matt Sporleder did not vote due to not attending the last meeting.

Bob Willhite made a motion to sign claims; Dave Lane seconded the motion and Matt Sporleder made it unanimous. Motion passed.

Attest:



Kay Sue Vance, Auditor



Matt Sporleder, President



Robert Willhite



David Lane